002564

FEDERAL COMMUNICATIONS COMMISSION Washington, D.C. 20554

Approved by OME 2000-0076 Expires 12/31/67



Annual Employment Report 1986

SUBMIT two copies to FCC SUBMIT two copies to FCC (See instructions) SECTION III (applicable to all respondents) SECTION i (applicable to all respondents) A.

COMMON CARRIER Respondents with fewer then Check one, to indicate type of respondent sixteen (16) full-time employees during the selected Broadcast Respondent payroll period: CHECK BOX A, Complete Section III, ☐ Common Carrier Respondent and the Certification Statement. Sign and return to the FCC. B. Pay Period Ending Covered by this Report Idete/ B. COMMON CARRIER Respondents with 16 or more January 31, 1986 full-time employees during the selected payroll period: CHECK BOX B and complete all pertinent C. Name and address of respondent (FOR COMMISSION USE ONLY) sections of the form. Sign and return to the FCC. The Lutheran Church-C. BROADCAST Respondents with fewer then (5) full-Missouri Synod time employees during the selected payroll period: CODE NO. CHECK BOX C. Complete Sections II, III, & IV and Radio Station KFUO-FM the Cartification Statement. Sign and return to the 85 Founders Lane FCC. St. Louis, MO. 63105 D. @ BROADCAST Respondents with 5 or more full-time employees during the selected payroll period: CHECK BOX D and complete all pertinent sections of the form. Sign and return to the FCC. SECTION II (applicable only to Broadcast respondents) eck A, B, or C to indicate type of Reporting Units(s) covered in this Report: A. To For a single employment unit consisting of one or C. A Consoldered Report B.
For a single Headquarters Office Report more stations SECTION IV (applicable only to Broadcast respondents) Answer A, B, or C to identify Reporting Unit(s) covered in this Report A. (1) If a Commercial Broadcast Station Report - (not a CAR station) check one (2) If station is noncommercial, check one AM II AM FM DyFM Independent ET - Educational TV TV

TV AF Combined AM and FM ER | Educational Radio ☐ International . FA II FM Affiliated with AM in seme area (3) Call Latters Location

KFUO - FM

Clayton, Missouri

SECTION V					(Section	V and VI)	applicable	to all resp	ondents)				
	ALL EMPLOYEES 2					MALE					FEMAL		
FULL-TIME		T		MINO	RITY GRO	SUP EMPL	OYEES	White,	MINO	RITY GRO	UP EMPL	OYEES	White.
PAID EMPLOYEES JOB CATEGORIES ¹	Total Columns 2 + 3	Mais (2)	Fernele (3)	Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indien or Alsekan Native (6)	Hispenic (7)	not of	Black, not of Hispanic origin (9)	or	American Indian or Alsakan Native (11)	Hispenic (12)	not of Hispanic origin (13)
Officials and Managers	6	4	2					4					2
Professionals	7	6	1					6					1
Technicians	1	1						1					• • • • • • • • •
Sales workers						ļ							
Office and Clerical	3	11	2					1	1		 		1
Craftsperson (Skilled)													
Operatives (Semi-skilled)			 										
Labours (Unstitled)													• • • • • •
Service Workers													
TOTAL	17	12	5					12	1				4
Total employment from previous sport (If any)	17	11	6					11	2				4
SECTION VI	1				(Section	VI colum	n titles sa	me as Sec	tion V)				
PART-TIME PAID EMPLOYEES JOB CATEGORIES ¹													
Officials and Managers									,				
Professionels	6	6					6		•••••				
Technicians	5	5					5						
Sales workers													
Office and Clerical	1		1										1
Craftaperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers									•••••				• • • • • • •
TAL	12	11	1					11					1
Total employment from previous Report (if any)	10	9	1					9					1

¹Refer to Instructions for explanation of all title functions.
3include "Minority Group Employees" and others. See Joseph of all 1

(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)

		ALL	EMPLOY	EES ¹		MALE				FEMALE					
					MINO	RITY GRO	UP EMPL	DYEES	White,	MINOF	RITY GRO	UP EMPL	OYEES	u/hina	
JOB CATEGORIES		Total Columns 2 + 3	Male (2)	Female (3)	Black, not of Hispanic origin (4)	Asian or Pacific islander (5)	American Indian or Alaskan Native (6)	Hispenic	not of	Black, not of Hispanic origin (9)		American Indian or Aleskan Native (11)		White, not of Hispenic origin (13)	
On-the- job trainees ²	White Coller Produc- tion														

¹Include "Minority Group Employees" and others. See instruction 7.

CERTIFICATION

(This report must be certified: by licensee or permittee, if an individual; by a pertner, if a partnership; by an officer, if a corporation or association, or by an attorney of licensee or permittee, in case of physical disability or absence from the United States of the licensee or permittee.)

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed Jaula M. Zika	TitleDirector of Administration
Date May 23, 1986	Name of Respondent The Lutheran Church-Missouri Syno
Telephone No. (include area code) (214)	725-3030 KFUO-AM

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

This request is in accordance with the requirement of P.L. 98-511,
Paperwork Reduction Act of 1980

²Report only employees enrolled in <u>formal</u> on the the job-training programs.



FEDERAL COMMUNICATIONS COMMISSION Washington, D.C. 20554

Approved by OMB 2000-0076 Exploss 12/21/07



Annual Employment Report 1986

SUBMIT two copies to FCC

(See Instructions)

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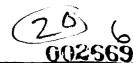
_					
SEC	TION I (applicable to	ail respondents)	SECTION III (applicable to all resp	ondents)	
A . C	aixteen (16) full-time (payroll period: CHEC	Respondents with fewer then employees during the selected K BOX A, Complete Section III, Statement. Sign and return to	A. Check one, to indicate type of re B Broadcast Respondent Common Carrier Respondent	apondent	
			B. Pay Period Ending Covered by this	Report (dirte)	
8. 🖸	full-time employees d	Respondents with 16 or more luring the selected payroll B and complete all partinent	January 31, 1986		
		Sign and return to the FCC.	C. Name and address of respondent	(FOR COMMISSION USE ON	ILY)
c. 0	BROADCAST Respondents with fewer then (5) full- time employees during the selected payroll period: CHECK BOX C. Complete Sections II, III, & IV and the Certification Statement. Sign and return to the FCC.		The Lutheran Church- Missouri Synod Radio Station KFUO-AM 85 Founders Lane	CODE NO. 0790	5
D. X	employees during the	ndents with 5 <i>or more</i> full-time selected payroll period: omplete all partinent sections return to the FCC.	St. Louis, MO. 63105		
Checi	k A, B, or C to indicate	type of Reporting Units(s) covered in	this Report:		
a X po	For a single employs more stations	ment unit consisting of one or	B. For a single Headquarters Of	Ros Report C. 🗆 A Consolidated R	lepori
SEC1	FION IV (applicable	only to Broadcast respondents)			
Anew	rer A, B, or C to identify	Reporting Unit(s) covered in this Re	port		
A. (1)	If a Commercial Broad	cast Station Report - (not a CAR stat	ion) check one (2) If st	ntion is noncommercial, check one	
TV C	B AM D TV D Internetional	FM FM Independent AF Combined AM and FR FA FM Affiliated with AM	M ER 🗆	Educational TV Educational Radio	
(3)	Cell Letters	Location			
	KFUO-AM	Clayton, Missouri			
	ŧ				
•	KFUO-FM			DECEIVED	

RECEIVED

MAY 2 8 1986

ENFORCEMENT DIVISION EEO BRANCH

B. If a Headquarters Office Report, list here (or in A	ppendix If the space	s trauficient) the Headquarters	Office covered in this Report.	
Name of Headquarters Office	Head	estion of quarters Ifice	Supervised by Ested Hidgrs. Office (flat cell letters)	
		-	·	
C. If a Consolidated Report, list here for in Appendi	X	fficient) the Headquarters a	nd Stations covered in this Consolids	ited Report.
Headquarters Office(s) Names and L	ocations	Stat	ion Call Letters and Locations	
•				



SECTION V					Section	V and VI)	applicable	to all reap	ondonte)				303
	ALL	EMPLOY	ES 2		FEMALE								
FULL-TIME						OUP BMPL		White,	White, MINORITY GROUP EMPLOYEES				
PAID EMPLOYEES JOB CATEGORIES ¹	Total Columns 2 + 3	Main Ø	Female (3)	Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Alaskan Native (6)	Hispanic (7)	not of	Black, not of Hispanic origin (9)	Asian or Pacific latender (10)	American Indian or Alestan Native (11)	Hispanic (12)	White, not of Hispanic origin (13)
Officials and Managers	6	4	2					4					2
Professionals	7	6	1					6					1
Techniciana	1	1						1		••••			• • • • • •
Salas workers									• • • • • •	••••		• • • • • •	•••••
Office and Clarical	3	1	2					1	1	• • • • • •			1
Creftsporton (Strilled)													••••
Operatives (Semi-addited)													•••••
Labours (Unstilled)												• • • • • •	• • • • • • •
Service Workers													
TOTAL	17	12	5					12	1				4
Total employment from previous Report (If eny)	17	11	6					11	2				4
SECTION VI					(Section	VI column	titles ser	ne as Sec	tion V)				
PART-TIME PAID EMPLOYEES JOB CATEGORIES ¹													
Officials and Managers													
Professionals	6	6						6					
Technicians	5	5						5				•••••	
Sales workers													
Office and Clarical	1		1									•••••	1
Creftsperson (Skilled)													
Operatives (Semi-skilled)		,											
Laborers (Unskilled)											• • • • • • •		
Service Workers					•••••	•••••							•••••
TOTAL	12	11	1					11					1
Total employment from previous Report (If any)	10	9	1					9					1

¹Refer to Instructions for explanation of all title functions.
²Include "Minority Group Employees" and others. See Instruction 7.

(21)

(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)

		ALL	EMPLOY	EES1			MALE					FEMALE		
					MINO	RITY GRO	UP EMPL	DYEES	14/2/2	MINO	RITY GRO	UP EMPL	OYEES	14/1. 1.
JOB CATEGORIES		2+3	Male (2)		Black, not of Hispanic origin (4)	Asien or Pacific Islander (5)	American Indian or Aleskan Native (6)	Hispenic	White, not of Hispanic origin (8)	Black, not of Hispanic origin (9)	Asian or Pacific lalander (10)	American Indien or Alesken Native (11)		White, not of Hispanic origin (13)
On-the- job trainess ²	White Coller Produc- tion													

¹Include "Minority Group Employees" and others. See instruction 7.

CERTIFICATION

(This report must be certified: by licensee or permittee, if an individual; by a partner, if a partnership; by an officer, if a corporation or association, or by an attorney of licensee or permittee, in case of physical disability or absence from the United States of the licensee or permittee.)

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed January Jika Paula M. Zika Date May 23. 1986	Title Director of Administration	
Dete May 23. 1986	Name of Respondent The Lutheran Church-Missouri	Synod
Telephone No. (include area code) (314)	725-3030 KFUO-AM	-

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001,

This request is in accordance with the requirement of P.L. 96-511, Paperwork Reduction Act of 1980

²Report only employees enrolled in <u>formal</u> on the the job-training programs.

FEDERAL COMMUNICATIONS COMMISSION Washington, D.C. 20554

Approved by OMB 3060-0076 Expires 12/31/87



Annual Employment Report 1987

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KFUO-AM

Clayton, Missouri

(See Instructions)

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SECTION I (applicable to all respondents)	SECTION III (applicable to all respondents)	
A. COMMON CARRIER Respondents with fewer than sixteen (16) full-time employees during the selected payroll period: CHECK BOX A, Complete Section III, and the Certification Statement. Sign and return to	A. Check one, to indicate type of respondent Broadcast Respondent Common Carrier Respondent	
the FCC. B. COMMON CARRIER Respondents with 18 or more full-time employees during the selected payroll period: CHECK BOX B and complete all pertinent sections of the form. Sign and return to the FCC.	B. Pay Period Ending Covered by this Report Idea January 31, 1987 C. Name and address of respondent	(FOR COMMISSION USE ONLY)
C. BROADCAST Respondents with fewer then (5) full- time employees during the selected payroll period: CHECK BOX C. Complete Sections II, III, & IV and the Certification Statement. Sign and return to the FCC.	The Lutheran Church- Missouri Synod Radio Station KFUO-AM 85 Founders Lane	CODE NO.
D. BROADCAST Respondents with 5 or more full-time employees during the selected payroll period: CHECK BOX D and complete all pertinent sections of the form. Sign and return to the FCC.	St. Louis, MO. 63105	
SECTION II (applicable only to Broadcast respondents) Check A, B, or C to indicate type of Reporting Units(s) covered in A. 27 For a single employment unit consisting of one or	n this Report: B. □ For a single Headquarters Office Report	C. 🗆 A Consolidated Repo
more stations	5. E. Tanga Haddal and Hopolic	
SECTION IV (applicable only to Broadcast respondents)		
Answer A, B, or C to identify Reporting Unit(s) covered in this Re	eport	
A. (1) If a Commercial Broadcast Station Report - (not a CAR state	tion) check one (2) If station is nonc	commercial, check one
AM CAM FM FM FM Independent TV C TV AF Combined AM and FI Combined AM and FF FA FM Affiliated with AF		
(3) Call Letters Location		

FEDERAL COMMUNICATIONS COMMISSION Washington, D.C. 20554

Approved by OMB 3080-0076 Expires 12/31/87

23

Annual Employment Report 1987

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SUBMIT (MO COPIES OF CO	(See Instructions)	
SECTION I (applicable to all respondents)	SECTION III (applicable to all respondents)	
A. COMMON CARRIER Respondents with fewer then sixteen (18) full-time employees during the selected payroll period: CHECK BOX A, Complete Section III, and the Certification Statement. Sign and return to the FCC.	A. Check one, to indicate type of respondent KBroedcast Respondent Common Carrier Respondent	
green co.	B. Pay Period Ending Covered by this Report Idea	(0)
B. COMMON CARRIER Respondents with 18 or more full-time employees during the selected payroll period: CHECK BOX B and complete all perinent	January 31, 1987	(FOR COMMISSION USE ONLY)
sections of the form. Sign and return to the FCC.	C. Name and address of respondent	(FOR COMMISSION USE ONLY)
C. BROADCAST Respondents with fewer then (5) full- time employees during the selected payroll period: CHECK BOX C. Complete Sections II, III, & IV and the Certification Statement. Sign and return to the FCC.	The Lutheran Church- Missouri Synod Radio Station KFUO-FM 85 Founders Lane	CODE NO.
D. CK BROADCAST Respondents with 5 or more full-time employees during the selected payroll period: CHECK BOX D and complete all pertinent sections of the form. Sign and return to the FCC.	St. Louis, MO. 63105	
SECTION II (applicable only to Broadcast respondents) Check A, B, or C to indicate type of Reporting Unitals) covered in	n this Report:	·
ज्यू For a single employment unit consisting of one or more stations	8. For a single Headquarters Office Report	C. A Consolidated Report
SECTION IV (applicable only to Broadcast respondents)	• •	
Answer A, B, or C to identify Reporting Unit(s) covered in this Re	epart	
A. (1) If a Commercial Broadcast Station Report - (not a CAR sta	tion) check one (2) If station is none	commercial, check one
AM AM FM FM FM Independent TV TV AF Combined AM and F International FA FM Affiliated with Al	··· En L Equicamonal	
(3) Call Letters Location		

KFUO-FM

Clayton, Missouri

	·				16	V and VIV	annii cabia	to all respo	nodents)				
SECTION V	 	EMPLOY	FF 2		(Section	MALE	- POPICE DIE	TO BIT TOOK	1		FEMAL		
FULL-TIME		EMPLOT	EES -	MINO	RITY GRO	UP EMPL	OYEES	T	MINO	RITY GRO	UP EMPL		
PAID EMPLOYEES JOB CATEGORIES ¹	Total Columns 2 + 3	Male (2)	Female (3)	Bleck, not of Hispanic origin (4)	Asian	American Indian or Alaskan Native (6)		White, not of Hispenic origin (8)	Black, not of Hispanic origin (9)	Asian	American Indian or Aleskan	·	White, not of Hispenic origin (13)
Officials and Managers	6	4	2					4					2
Professionals	8	6	2					6					2
Technicians	1	1	• • • • • • •					1					
Sales workers	1		1										1
Office and Clerical	2		2										2
Craftsperson (Skilled)	† ·····												
Operatives (Semi-skilled)]												
Laborers (Unskilled)													
Service Workers													
TOTAL	18	- 11	7					11					7
Total employment from previous Report (if any)	17	12	5					12	1				4
SECTION VI					(Section	VI colum	n titles sa	me as Sec	tion V)				
PART-TIME PAID EMPLOYEES JOB CATEGORIES'											-		
Officials and Managers	-												
Professionals	6	6						6	•••••				•••••
Technicians	3	3	• • • • • • • • • • • • • • • • • • • •					3		• • • • • • • • • • • • • • • • • • • •		• • • • •	• • • • • •
Sales workers	1									••••			•••••
Office and Clerical	1		1							•••••			1
Craftsperson (Skilled)													••••
Operatives (Semi-skilled)													
Laborers (Unskilled)											*****		
Service Workers													•••••
TOTAL	10	9	1					9					1
Total employment from previous Report (if any)	12	11	1					11					1

¹Refer to instructions for explanation of all title functions.

²Include "Minority Group Employees" and others. See Instruction 7.



(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)

		ALL	EMPLOY	EES'		MALE					FEMALE					
					MINO	RITY GRO	OUP EMPL	MPLOYEES		MINORITY GROUP EMPLOYEES			OYEES	White.		
JOB CATEGORIES		Total Columns 2 + 3	Maia (2)	Female (3)	Black, Asien or Hispanic pacific origin (4) (5)	American Indian or Alasken Native (5) (7)	White, not of Hispenic origin (8)	nic Black,	or	American Indian or Aleskan Native (11) (12)	la es	not of				
On-the- job trainess ²	White Caller Produc- tion															

¹Include "Minority Group Employees" and others. See instruction 7.

CERTIFICATION

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I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Paula M. Zika	<u>/</u>	FideDire	ctor	of Admir	nistration	
Date	Sept. 10, 1987	Name of Re	espondent	The	Lutheran	Church-Missouri	Synod
Telepho	one No. (include area code) (314)	725-3030		Ra	idio Stati	ion KFUU-FM	

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

This request is in accordance with the requirement of P.L. 98-511, Paperwork Reduction Act of 1980

²Report only employees enrolled in <u>formal</u> on the the job-training programs.



FEDERAL COMMUNICATIONS COMMISSION Washington, D.C. 20554

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Approved by OMB 3080-0078 Expires 12/31/87



6

Annual Employment Report 1987

SUBMIT two copies to FCC

(See instructions)

SUBMIT two copies to FCC

SECTION I (applicable to all respondents)	SECTION III (applicable to all respondents)							
A. COMMON CARRIER Respondents with fewer than sixteen (18) full-time employees during the selected payroll period: CHECK BOX A, Complete Section III, and the Certification Statement. Sign and return to the FCC.	A. Check one, to indicate type of respondent Broadcast Respondent Common Carrier Respondent							
B. COMMON CARRIER Respondents with 18 or more full-time employees during the selected payroll period: CHECK BOX B and complete all pertinent	B. Psy Period Ending Covered by this Report: Identify January 31, 1987							
Sections of the form. Sign and return to the FCC. C. BROADCAST Respondents with fewer than (5) full-time employees during the selected payroll period: CHECK BOX C. Complete Sections II, III, & IV and the Certification Statement. Sign and return to the FCC. D. BROADCAST Respondents with 5 or more full-time	C. Name and address of respondent The Lutheran Church- Missouri Synod Radio Station KFUO-AM 85 Founders Lane St. Louis, MO. 63105	CODE NO. 07905						
employees during the selected payroll period: CHECK BOX D and complete all pertinent sections of the form. Sign and return to the FCC.	·							
SECTION II (applicable only to Broadcast respondents)								
Check A, B, or C to indicate type of Reporting Units(s) covered in A. For a single employment unit consisting of one or more stations	this Report: B. For a single Headquarters Office Report	C. A Consolidated Report						
SECTION IV (applicable only to Broadcast respondents)								
Answer A, B, or C to identify Reporting Unit(s) covered in this Re	port							
A. (1) If a Commercial Broadcast Station Report - (not a CAR stati	on) check one (2) If station is nonce	ommercial, check one						
AM BYAM FM Combined AM and FN Combined AM and FN International FA Combined with AM								
(3) Call Letters Location								
KFUO-AM Clayton, Missouri								

KFUO-FM

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SEP 1 7 1987

ENFORCEMENT DIVISION
EEO BRANCH

Name of Headquarters		ocation of idquarters	Stations supervised by fisted Hidgrs. Office		
Office	i i	Office	(list cell letters)	_	
Consolidated Report, list here (or in a	Appendix, if this space is ins	sufficient) the Headquarters and	Stations covered in this Consolidated in	Rep	
Consolidated Report, list here (or in /		<u> </u>	Stations covered in this Consolidated (Rep	
		<u> </u>	·	Rep	
		<u> </u>	·	Rep	
		<u> </u>	·	Rep	
	es and Locations	<u> </u>	n Call Letters and Locations	Rep	
Headquarters Office(s) Nem	es and Locations	<u> </u>	n Call Letters and Locations	Rep	
Headquarters Office(s) Nem	es and Locations	<u> </u>	n Call Letters and Locations	Rep	
Heedquarters Office(s) Nam	es and Locations	<u> </u>	n Call Letters and Locations	Reg	

													(20
SECTION V	1	EMPLOY	FFC ?		(Section	V and VII	applicable	to sa resp	ondents)		PPLACE		
FULL-TIME	ALL	. EMPLOY	EES 2	MING	PITY CRC	MALE OUP EMPL	OVEES		MINO	RITY GRO	FEMAL		г
PAID EMPLOYEES JOB CATEGORIES ¹	Total Columns 2 + 3	Male (2)	Female (3)	Black, not of Hispenic origin (4)	Asian or Pacific islander (5)	American Indian or Aleskan Native (6)		White, not of Hispanic origin (8)	Block,	Asian	American		White, not of Hispenic origin (13)
Officials and Managers	6	4	2	1 1	(3)		,,,,	4				1,2	2
Professionals	8	6	2					6				•••••	2
Technicians	1	1						1					
Sales workers	1		1										1
Office and Clerical	2		2							• • • • • • •			2
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)		<u>]</u>							•••••				• • • • • •
Service Workers													
TOTAL	18	11	7					11					7
Total employment from previous Report (if any)	17	12	5					12	1				4
SECTION VI					(Section	VI columi	titles sar	ne as Sec	tion V)				
PART-TIME PAID EMPLOYEES JOB CATEGORIES													
Officials and Managers										į			
Professionals	6	6				• • • • • • • •		6	•••••		•••••		
Technicians	3	3			•			3					
Sales workers													
Office and Clerical	1		1										1
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Leborers (Unskilled)													
Service Workers													
TOTAL	10	9	1					9					1
Total employment from previous Report (if any)	12	11	1					11					1

¹Refer to Instructions for explanation of all title functions.
²include "Minority Group Employees" and others. See Instruction 7.

(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)

		ALL	EMPLOY	EES1		MALE				FEMALE				
					MINO	MINORITY GROUP EMPLOYEES				MINORITY GROUP EMPLOYEE			OYEES	White.
	08 GORIES	Total Columns 2 + 3	Male (2)	Female (3)	Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Alaskan Native (6)	Hispanic (7)	White, not of Hispenic origin (8)	Bleck, not of Hispenic origin (9)		American Indian or Alaskan Native (11)		not of
On-the- job trainees ²	White Coller Produc- tion												-	

¹Include "Minority Group Employees" and others. See instruction 7.

CERTIFICATION

(This report must be certified: by licensee or permittee, if an individual; by a partner, if a partnership; by an officer, if a corporation or association, or by an attorney of licensee or permittee, in case of physical disability or absence from the United States of the licensee or permittee.)

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed_	Jack m 3	ika	Title Director of Administration	
Date	Sept. 10, 1987	Name of	Respondent The Lutheran Church-Missouri Syr	noc
Telenho	ne No. (include area code)		Radio Station KFUO-AM	

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

This request is in accordance with the requirement of P.L. 96-511, Paperwork Reduction Act of 1980

²Report only employees enrolled in <u>formal</u> on the the job training programs.

Federal Communications Commission wasnington, D.C. 20554

BROADCAST STATION



	3000-	0380
E	xpires	9/30/90

ANNUAL EMPLOYMENT REPORT 1988 (For FCC Use Only) SECTION I Code No. B. Address A. Name of Licensee or Permittee 85 Founders Lane The Lutheran Church - Missouri Synod St. Louis, Missouri 63105 Charch SECTION II A. TYPE OF RESPONDENT (check one) NONCOMMERCIAL BROADCAST STATION COMMERCIAL BROADCAST STATION ER Educational AM or FM Radio 🛼 AM Educational TV FM Low Power TV ET MAY 3 1 1988 Combined AM & FM International in same area Federal Communications Commission Office of the Secretary Headquarters (Name and Location) **-**;::(ZP Code B. LIST CALL LETTERS AND LOCATION(S) OF INCLUDED STATIONS LOCATION(S) CALL LETTERS CALL LETTERS LOCATION(S) KFUO-AM 85 Founders Lane 85 Founders Lane St. Louis, MO. 63105 St. Louis, MO. 63105 KFUO-FM Period Ending SECTION III January 31, 1988 A. PAY PERIOD COVERED BY THIS REPORT (DATE) B. CHECK APPLICABLE BOX Fewer than five full-time employees during the selected payroll period (Complete page one only, and certification statement and return to FCC) Five or more full-time employees during selected payroll period (Complete all sections of form and certification statement and return to FCC) SECTION IV CERTFICATION

This report must be certified, as follows: (a) By licensee, if an individual; (b) By a partner, if a partnership (general partner, if a imited partnership); (c) By an officer, if a corporation or an association; or (d) By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT. U.S./CODE. TITLE 18. SECTION 1001.

certify	to the best of my know	ledge, information, and beli	ief, all statements	contained in this	report are true and correct.
Signed	Jems	- Johnson	Title	Director of	Broadcast Ministries
Print Na	Ken Lombard	li \	Date	May 25,1988	Telephone No. (314) 725-3030

A FULL-TIME PA				MALE					FEMALE		
JOB CATEGORIES	TOTAL	WHITE (NOT HISPANIC)	BLACK (NOT HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN, ALASKAN NATIVE	WHITE (NOT HISPANIC)	BLACK (NOT HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN. ALASKAN NATIVE
	(a-j)	(<u>a</u>)	(b)	(c)	(0)	(e)	(f)	(g)	(N)	()	(3)
OFFICIALS & MANAGERS	8	6					2				
PROFESSIONALS	8	8									
TECHNICIANS	1	1									
SALES WORKERS	2						2				
OFFICE & CLERICAL	4						4				
CRAFT WORKERS											
OPERATIVES (SEMI-SKILLED)											
LABORERS (UNSKILLED)											
SERVICE WORKERS											
TOTAL	23	15					8				

. PART-TIME PA EMPLOYEE DAT				MALE					FEMALE		
JOB CATEGORIES	101AL (a-)	WHITE (NOT HISPANIC)	BLACK (NOT HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN, ALASKAN NATIVE (e)	WHITE (NOT HISPANIC)	BLACK (NOT HISPANIC)	HISPANIC (h)	ASIAN OR PACIFIC ISLANDER (i)	AMERICAN INDIAN. ALASKAN NATIVE ()
JEFICIALS &											
PROFESSIONALS	7	7									
TECHNICIANS	3	3									
SALES WORKERS											
OFFICE &								·			,
CRAFT WORKERS											
OPERATIVES (SEMI-SKILLED)			-								
LABORERS (UNSKILLED)											
SERVICE WORKERS											
TOTAL	10	10									

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications. Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the benefit requested is consistent with the public interest. The staff, consisting variously of attorneys, engineers and application examiners, will use the information to determine whether the application should be granted, denied, dismissed, or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to

FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, PL. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552x(eX3) December 31, 1980, 44 U.S.C. 3507.

Federal Communications Commission washington, D.C. 20554

BROADCAST STATION ANNUAL EMPLOYMENT REPORT 1989

003313Approved by CA48

	EXPITOS	# 3(# B)
(For FCC L	Jse Only)	
Code No.		

SECTION I		Code No.
A. Name of Licensee or Permittee	B. Address	
The Lutheran Church-Missouri Synod		ders lane dis, MO. 63105
SECTION II A. TYPE OF RESPONDENT (check one)		
COMMERCIAL BROADCAST STATION		NONCOMMERCIAL BROADCAST STATIO
AM TV TV	E	R Educational AM or FM Radio
FM FM LP Low Por	wer TV E	T Educational TV
AF X Combined AM & FM IN Internation in same area	onal	
HO Headquarters (Name and Location)		
		ZP Code
B. LIST CALL LETTERS AND LOCATION(S) OF INCLUDED STATIONS		
CALL LETTERS LOCATIONS)	CALL LETTERS	LOCATION(S)
KFUO-AM 85 Founders Lane St. Louis, MO. 63105	KFUO-FM	85 Founders lane St. Louis, MO. 63105
SECTION III A. PAY PERIOD COVERED BY THIS REPORT (DATE)	Period endi	ng January 31, 1989
B. CHECK APPLICABLE BOX		
Fewer than five full-time employees during the selected par statement and return to FCC)	yroll period (Complete	page one only and certification
Five or more full-time employees during selected payroll p statement and return to FCC)	period (Complete all se	ctions of form and certification
SECTION IV CERTIFICATION This report must be certified, as follows: (a) By licensee, if an indicement of the licensee, if an indicement of the licensee, if a corporation or an associate physical disability or absence from the United States of the licensee.	tion; or (d) By an atto	
WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE U.S. CODE, TITLE 18, SECTION 1 1 certify to the best of my knowledge, information , and belief, all s	100 1.	
Signed January 171. 2 Kg/	-	
Print Name Paula M. Zika	Manager 1	F Business Affairs 89 Telephone No. (314) 725-3030

SECTION V - EMPLOYEE DATA

003314

FULL-TIME PAID EMPLOYEE DATA				MALE		FEMALE					
JOB CATEGORIES	TOTAL (a-)	WHITE (NOT HISPANIC)	BLACK (NOT HISPANIC)	HISPANIC (c)	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN, ALASKAN NATIVE (e)	WHITE (NOT HISPANIC) (f)	BLACK (NOT HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN, ALASKAN NATIVE
OFFICIALS &	8	6					2				
PROFESSIONALS	9	8					1				
TECHNICIANS	1	1									
SALES WORKERS	4	2					1		1		
OFFICE &	4						4				
CRAFT WORKERS											
OPERATIVES (SEMI-SKILLED)											·
LABORERS (UNSKILLED)											
SERVICE WORKERS											
TOTAL	26	17	-				8		1		

PART-TIME PAI			MALE		FEMALE						
JOB CATEGORIES	TOTAL	WHITE (NOT HISPANIC)	BLACK (NOT HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN, ALASKAN NATIVE	WHITE (NOT HISPANIC)	BLACK (NOT HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICA INDIAN, ALASKAN NATIVE
	(a-j)	(a)	(b)	(¢)	(6)	(e)	(f)	(g)	(h)	(i)	()
OFFICIALS & MANAGERS											
PROFESSIONALS	12	11					1				
TECHNICIANS	3	3									L
SALES WORKERS											
OFFICE & CLERICAL											
CRAFT WORKERS											
OPERATIVES (SEMI-SKILLED)						·					
LABORERS (UNSKILLED)											
SERVICE WORKERS											
TOTAL	15	14					1				

NAACP EXHIBIT 25

Federal Co	ommunications Commission
911	70
Docket No.	Exhibit No.
Presented by	NACP
	1.51
ĺ	Identified 10/2
Disposition	Received
	Rejected
By	CRARALORD)
Reporter /	Cit I
Date 6/21/	74
1	

Equal Employment Opportunity Program

002484

Section VII Cartification 1. Has or will the applicant comply with the public notice requirement of Section 13 3550 of the Commission's Rules? [3.55] [7.5	1.	Does the applicant propose to employ five or more fulltime employees?	⊈ YES	J 40
1. Has or will the applicant comply with the public notice requirement of Section 13 3580 of the Commission's Rules? Section 13, 3580 Section (a) (1) Militar obliting. The APPLICANT hereby waives any claim to the use of any particular frequency as against the regulatory power of the United State of the Previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this explication. Not Not a soft the Communications Act of 1934, as amended. The APPLICANT acknowledges that all the statements made in this application and attached ashibits are considered material representation and that all ashibits are a material part hereof and incorporated herein. The APPLICANT represents that this application is not filled for the purpose of impeding, obstructing, or Application with which it may be in conflict. In accordance with Section 1.65 of the Commission's Rules, the APPLICANT has a continuing obligation to advise the Commission may be inconflict. PUBLIC REF. RCOs. WILLEUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT. U.S. CODE, TITLE 18, Section 1001. It certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are many and the conflict of the Commission of the Commis		If the answer is Yes, the applicant must include an EEO program called for in the separate 5 Point Model EEO Program	Atta	chea
The APPLICANT hereby waives any claim to the use of any particular frequency as against the regulatory power of the United States in purification of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this explication. Not in the APPLICANT acknowledges that all the statements made in this application and attached exhibits are considered material representational that all exhibits are a material part hereof and incorporated herein. The APPLICANT represents that this application is not filed for the purpose of imbeding, obstructing, or PERM agricumination on an image process of the commission with which it may be in conflict. In accordance with Section 1.65 of the Commission's Rules, the APPLICANT has a continuing obligation to advise, the Commission is menoments, of any substantial and significant changes in information furnished. PUBLIC REF. RCO substantial and significant changes in information furnished. PUBLIC REF. RCO substantial and significant changes in information furnished. It certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief and are made as the control of the c	Secti	on VII Certification		
The APPLICANT hereby waives any claim to the use of any particular frequency as against the regulatory power of the United States and of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this prolication. No Notice of the Communications Act of 1934, as amended; The APPLICANT acknowledges that all the statements made in this application and attached exhibits are considered material representations and that all exhibits are a material part hereof and incorporated herein. The APPLICANT represents that this application is not filled for the purpose of impeding, obstructing, or applying patermination on any application with which it may be in conflict. In accordance with Section 1.65 of the Commission's Rules, the APPLICANT has a continuing obligation to advise, the Commission in a secondance with Section 1.65 of the Commission's Rules, the APPLICANT has a continuing obligation to advise, the Commission in the amendments, of any substantial and significant changes in information furnished. PUBLIC REF. RCO. WILLEUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT. U.S. CODE, TITLE 18, Section 1001. Licertify that the instements in this application are true, complete, and correct to the best of my knowledge and belief, and are main. Signed and dated this. The Luther at Charachest security Syncial RFUO-F. Name of Applicant.	1	Has or will the applicant comply with the public notice requirement of Section 23 3550 of the Commission's Rules?	<u> </u>	D vo
of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this implication. New York of the Communications Act of 1934, as amended.) The APPLICANT acknowledges that all the statements made in this application and attached exhibits are considered material representations and that all exhibits are a material part hereof and incorporated herein. The APPLICANT represents that this application is not filed for the purpose of impeding, obstructing, or application on any importance with which it may be in conflict. In accordance with Section 1,65 of the Commission's Rules, the APPLICANT has a continuing obligation to advise, the Commission and information furnished. PUBLIC REF. WILLEUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT. U.S. CODE, TITLE 18, Section 1001. I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are main faith. Signed and dated this OTEL day or Name of Applicant Syring AFUO-17. Name of Applicant Name of Applicant Name of Applicant		73.3580 Section (a) (1) Minor change		
The APPLICANT represents that this application is not filed for the purpose of impeding, obstructing, or APP in agreementation on any application with which it may be in conflict. In accordance with Section 1.65 of the Commission's Rules, the APPLICANT has a continuing obligation to advise the Commission in accordance with Section 1.65 of the Commission's Rules, the APPLICANT has a continuing obligation to advise the Commission in amendments, of any substantial and significant changes in information furnished. PUBLIC REF. RCO II. WILLEFUL PALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT. U.S. CODE, TITLE 18, Section 1001. I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are many faith. Signed and dated this OEII day of Sourceber 19 dd. The Lutheran Citarch—Missiouri Synoxi (AFCO—II). Name of Applicant		previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this enplicat		
U.S. CODE, TITLE 18, Section 1001. I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made to a signed and dated this other and circumstance of the best of my knowledge and belief, and are made to a signed and dated this other and circumstance of the best of my knowledge and belief, and are made to a signed and dated this other and circumstance of the best of my knowledge and belief, and are made to a signed and dated this other and circumstance of the best of my knowledge and belief, and are made to a signed and dated this other and circumstance of the best of my knowledge and belief, and are made to a signed and dated this other and circumstance of the best of my knowledge and belief, and are made to a signed and dated this other and circumstance of the best of my knowledge and belief, and are made to a signed and dated this other and circumstance of the best of my knowledge and belief, and are made to a signed and dated this other and circumstance of the best of my knowledge and belief, and are made to a signed and dated this other and circumstance of the best of my knowledge and belief, and are made to a signed and dated this other and circumstance of the best of the best of my knowledge and the signed and dated this other and circumstance of the best of the best of the best of my knowledge and the signed and dated this other and circumstance of the best of my knowledge and the signed and dated this other and circumstance of the best of the best of my knowledge and the signed and circumstance of the best of the best of my knowledge and the signed and circumstance of the best of the best of the best of the best of my knowledge and circumstance of the best of	and th	as all authibuts are a marginal part hereof and incomprated berein.		
U.S. CODE, TITLE 18, Section 1001. I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made to the best of my knowledge and belief, and are my knowledge and are my kn	s opica	The APPLICANT represents that this application is not filed for the purpose of impeding, obstructing, or the purpose of impeding in the	TASS A	iEn g
U.S. CODE, TITLE 18, Section 1001. I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made to the faith. Signed and dated this OELL day of BOYOMBOT 19 did The Lutheran Church-Missouri Synod RFUO-ID. Name of Applicant Rev. Ludger P. Applic	amend	In accordance with Section 1.65 of the Commission's Rules, the APPLICANT has a continuing obligation to advise the Commission's Rules, the Commission with Section 1.65 of the Commission's Rules, the APPLICANT has a continuing obligation to advise the Commission furnished.	ommission	ini sughi. Na z
I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made to plant. Signed and dated this OEL day of NOVOWBET 19 83. The Lutheran Church-Missiouri Synoi (FUO-17). Name of Applicant Rev. Ludger 1. Abotto.			REF.	.~ ?004
The Lutheran Church-Missouri Synoi (FUO-i). Name of Applicant Reconstruction of Applicant and Appl			nd are maily	- pros
Name of Applicant Name of Applicant Research	Signed	and dated this oth day of hovember 19 dd		
Rest Abatie General Langur	The	Lutheran Church-Missouri Synoi (KFUO-IP.)	wi.	_
		Name of Applicant Research Apolities		_
		ooneral lanager Title		

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The selectation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the benefit requested is consistent with the public interest. The staff consistent with the public interest.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 562414131

FCC 301 - Page 18

EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

I GENERAL POLICY

It is the policy of KFUO and KFUO-FM to provide equal employment opportunity to all qualified individuals without regard to their race. color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It is also our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have developed an Equal Employment Opportunity Program which includes the following elements:

II RESPONSIBILITY FOR IMPLEMENTATION

Rev. Rodger P. Abatie, General Manager, is responsible for the administration and implementation of our Equal Employment Opportunity Program. It is also the responsibility of all persons making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

III POLICY DISSEMINATION

To assure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts are made:

The station's employment application form contains a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, state, or federal agency if they believe they have been the victims of discrimination.

Appropriate notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, state, or federal agency if they believe they have been the victim of discrimination.

IV RECRUITMENT

With a small staff of employees, job vacancies occur infrequently. (During the past twelve months, for example, only two vacancies occurred and one part-time employee became a full-time employee. Consequently, little recruitment efforts were required.) When vacancies do occur, it is the policy of KFUO and KFUO-FM to seek out qualified minority and female applicants. We deal only with employment services, including state employment agencies, which refer job candidates without regard to their race, color, religion, national origin or sex.

When utilizing media for recruitment purposes, help-wanted advertisements always include a notice that we are an Equal Opportunity Employer and contain no indication, either explicit or implied, of a preference for one sex over another.

We encourage present employees, particularly minority and female employees to refer minority and female candidates for existing and future job openings.

V TRAINING

Station resources and/or needs are such that we are unable to institute specific programs for upgrading the skills of employees. However, we do encourage employees to seek additional job-related formal education. We also encourage training through workshops, seminars, etc. Approved training programs qualify employees for time off with pay while acquiring additional education and/or training.

VI AVAILABILITY SURVEY

Based on current information complied by the Research and Analysis Section of the Missouri Division of Employment Security, the respective minority and female workforce in the station's recruitment area is as follows:

Women Blacks, Hispanic, Oriental and American Indian

Percentage in the Workforce 32.9

13.7

VII CURRENT EMPLOYMENT SURVEY

There has been a change in our employment profile since the filing of our last Annual Employment Report. Attached is an updated report identifying the incumbents under each FCC Form 395 category for the two week period beginning May 1, 1983 and ending May 15, 1983.

6

SECTION V		(Section V and VI) (applicable to all respondents)											
	ALL	EMPLOY	EES 2			MALE			FEMALE MINORITY GROUP EMPLOYEES				
FULL-TIME	ALL	I Burton	<u></u>	MINO	RITY GRO	OUP EMPL	OYEES	White.					White.
PAID EMPLOYEES JOB CATEGORIES ¹	Total Columna 2 + 3	Male	Female	Black, not of Hispanic origin	Asien or Pecific Islander	American Indian or Alaskan Native (6)		not of	Bleck, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indien or Alaskan Native (11)	Hispanic (12)	not of Hispanic origin
	(1)	(2)	(3)	(4)	(5)	10/							
Officials and Managers	7	6	1					6					
Professionals	4	2	2			<u> </u>		2	1		}		
Techniciana	33	.3						3			 		•
Sales workers												 	
Office and Clerical	4	1	.3			ļ						••••	
Creftsperson (Skilled)										• • • • • •			•••••
Operatives (Semi-skilled)	<u> </u>												••••
Laborers (Unskilled)									• • • • • • •	• • • • • •			 •••••
ervice Workers									<u> </u>		! !		
TOTAL	18	12	6					12	l				
Total employment from previous Report (if any)	17	11	6					11	1				,
SECTION VI	T				(Section	VI colum	n titles sa	me as Sec	tion V)		·····		
PART-TIME PAID EMPLOYEES JOB CATEGORIES'													i
Officials and Managers	1												
Professionals	4	4]					4					
Technicians	3	1						.3					· ·
Sales workers													
Office and Clencal	1												
Craftsperson (Skilled)]		Ī										
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers	1			[[
TOTAL	7	7						7					
Total employment from previous port (if any)	7	7						7					

¹Refer to instructions for explanation of all title functions.

²Include "Minority Group Employees" and others. See Instruction 7.

002488

VIII JOB HIRES

During the twelve month period beginning July 1, 1983 and ending June 30, 1983, we hired a total of two persons, both male.

An analysis of our recruitment techniques, job applications and new hires suggest that a sufficient number of qualified minorities and women are applying for available positions.

IX PROMOTION

It is our policy to provide promotions on a nondiscriminatory basis. Further, to assure that minorities and women are given due consideration for promotional opportunities, special effort is taken to encourage minorities and women to qualify and apply for advancement.

X EFFECTIVENESS OF AFFIRMATIVE ACTION PLAN

As is indicated in our employment report, of 18 full time employees, 6 or 33% are female. We believe this compares favorably with statistics shown. The report also indicates the level to which certain female and minorities have risen in the organization. I of the six female employees is at management level and 2 female employees including I black female are at the professional level.

KFUO and KFUO-FM have long been committed to Equal Employment Opportunity and will continue to act affirmatively to maintain that committment.